

ESTABLISHED
1756

BOROUGH MARKET

TRUSTEE

Application pack



BACKGROUND

Borough Market is London's oldest food Market. It was established on the south bank of the Thames around 1,000 years ago and has occupied its present site for over 250 years.

Borough Market was formally registered as a charity (076940) in the Charity Commission's records on 6th August 1999. Its main charitable purpose is "the provision of a market as a public amenity for the benefit of the public".

In delivering our charitable objectives and strategy, the trustees of Borough Market are required to manage the Trust's investments efficiently and to bring about the regeneration and refurbishment of the Market and its estate. The Charity Commission provides useful [five-minute guides](#) on what it entails to be a trustee. You can also access [video resources](#) for charity trustees.

Borough Market has a professional indemnity insurance, which covers members of the Board in the discharge of their duties as trustees.

Trustees are required to attend all full Board meetings, which are usually held quarterly during the evening at the Borough Market offices. Additionally, trustees are expected to join any of the relevant committees and to attend Board members' away days or joint training and development sessions. Committee meetings are typically held quarterly. In addition, we have recently commenced the implementation of our 2030 Strategy and there may be an opportunity to join further steering groups which will meet four times a year.

We are looking for people who can demonstrate real enthusiasm and love of the Market, and a desire to make a difference and give back to the community. Trustees need to act as a 'critical friend', providing vital checks and balances, and be committed to supporting the Market in its ambition to be the best in the world. Preference will be given to candidates who live within the local area.

Although not essential, we will be keen to recruit individuals with knowledge and experience in, running a small business in a market, sustainability in food and supply chains, food policy, risk management, audit, compliance, fundraising, communications and equity, diversity & inclusion (EDI).

We want a Board that is representative of our community, so we encourage applications from candidates from traditionally underrepresented groups who have the right level of skills and experience but not necessarily at Board level.

We are taking a different approach to the recruitment of our Board, using an inclusive methodology to ensure we attract accomplished, diverse candidates who have the range of skills and experience necessary for the effective running of the organisation.

Candidates should be aware that trustee roles are subject to meeting [Charity Commission eligibility criteria](#). Individuals should not apply to a trustee position or serve in that position if they do not meet the criteria or have been disqualified. More information on Charity Commission auto-disqualification is available through the [gov.uk website](#).

OUR PURPOSE

Borough Market has a historic charitable objective:

“The provision of a market as a public amenity for the benefit of the public and relief of the rates for the benefit of the inhabitants of the Parish of St Saviours, Southwark.”

This is a purely functional statement, indicating that a market must remain here to everyone’s benefit and that any funds generated are reinvested into the area of Southwark.

We recently sought to create a statement that more fully encapsulates the Market’s organisational purpose. After considerable consultation, we agreed on the following:

“For community, the love of food and a better tomorrow.”



OUR STRATEGIC PILLARS

The Borough Market Trust is currently in the process of finalising its 2030 Strategy, which charts its strategic direction for the remainder of the decade. As well as helping to deliver the ongoing day-to-day operation of the Market, the new strategy aims to concisely define Borough Market’s place in the world and outline the Trust’s intention to contribute positively towards it.

As a foundation for our strategy, we have used three key pillars. Along with our commitments to sustainability and equity, diversity & inclusion (EDI), these create a strategic framework that brings consistency to our thinking, planning and implementation.



1. FOOD

Food, particularly high-quality food, is central to everything we do. The produce and catered food sold by the Market’s traders are the most visible manifestations of our approach, but far from the only ones;

we also need to consider how food informs the work of the Trust as a whole, our tenants, staff and third parties. As well as selling food, the Market is also a repository of specialist food knowledge and skills.

2. PLACE

As guardians of this historic estate, we have a duty to conserve its heritage while making it fit for a modern operation. This means developing the maintenance, management, layout and function of the physical site, while building our digital capabilities to complement it online.

3. VOICE

As a charity, we use our voice to engage directly with our local communities, amplify our traders' expertise, influence discussions about food, promote our values, and share what we learn along the way.

OUR COMMITMENTS

Woven through the three pillars is a focus on Sustainability and Equity, Diversity and Inclusion (EDI). They also stand on their own and need to be part of the way we think and everything we do, genuinely and authentically.

OUR ENABLERS

Our strategic pillars and commitments are supported by operational enablers: finance, people, digital and governance. We will need to invest in people with the right skills, experience and behaviours, the right partnerships and relationships, systems, processes and communication tools to ensure that our desire to fulfil our strategy stands the greatest chance of success.

OUR TEAM VALUES

As a team of staff and trustees, we aspire to set of values summarised by the acronym TREE:

TRUST RESPECT ENERGY ENGAGEMENT

TRUST

Being self-aware and understanding the impact we have on others. Being thoughtful when communicating, allowing others to be heard and supporting the wellbeing of all, without judgement.

RESPECT

Having a consistent and standard approach. Understanding that others need to be treated in a way that is both right and reasonable. Not imposing beliefs on others and accepting differences.

ENERGY

Caring for the Market and working together as a family to move it forward with passion. Supporting a culture that focuses on solutions rather than problems and has a positive impact on everyone.

ENGAGEMENT

Engaging and openly appreciating the work of all colleagues, demonstrating empathy and being considerate at all times.

FURTHER INFORMATION

MEET THE TRUSTEES

Read short online biographies of the Borough Market trustees and senior management.

[VISIT NOW](#)

MEET THE TEAM

Download a PDF gallery of the Borough Market staff team.

[DOWNLOAD NOW](#)

MEET THE TRADERS

Explore our online trader listings.

[VISIT NOW](#)

THE HISTORY OF BOROUGH MARKET

Read the history of 1,000 years of Borough Market.

[READ NOW](#)

BOROUGH MARKET FOOD POLICY

Read the Borough Market Food Policy, which defines our approach to food.

[DOWNLOAD NOW](#)

ROLE DESCRIPTION & PERSON SPEC

Role	Trustee
Statutory duties	<p>Borough Market Trustees' duties are:</p> <ul style="list-style-type: none">— To abide by the Borough Market Trustee Code of Conduct— To ensure Borough Market is carrying out its purposes for the public benefit— To ensure that the organisation complies with its governing document, charity law, company law and any other relevant legislation or regulations— To ensure that the organisation pursues its objects as defined in its governing document— To ensure the organisation applies its resources exclusively in pursuance of its objects— To contribute actively to the Board of Trustees' role in giving firm strategic direction to the organisation, setting overall policy, defining goals and setting targets and evaluating performance against agreed targets— To safeguard the good name and values of the organisation— To ensure the effective and efficient administration of the organisation— To ensure the financial stability of the organisation— To protect the property of the charity and to ensure the proper investment of the charity's funds— To appoint the chief executive officer and monitor their performance.
Additional requirements	<p>In addition to the above statutory duties, each trustee should use any specific skills, knowledge or experience they have to help the Board of Trustees reach sound decisions. This may involve:</p> <ul style="list-style-type: none">— Scrutinising Board papers— Leading discussions— Focusing on key issues— Providing guidance on new initiatives— Advising on other issues in which the trustee has special expertise.
Person specification	<p>Trustees should also be able to demonstrate:</p> <ul style="list-style-type: none">— A commitment to Borough Market and a willingness to devote the necessary time and efforts— An understanding and acceptance of the legal duties, responsibilities and liabilities of trusteeship— Knowledge and understanding of the business planning process (setting strategic goals, monitoring progress and evaluating achievement)— The ability to critically analyse information— An ability to work effectively and collaboratively as a member of a team— Independence of thought and conveying same in a constructive way— Experience of participating within a framework of collective responsibility. For example, local authority, political party, trade union, voluntary and community organisations, as a school governor or as a non-executive and of following agreed organisational policies and practices and— An understanding of how the principles of equity, diversity and inclusion should inform governance, direction, practice and delivery— An understanding of the seven principles of public life (Nolan principles): selflessness, integrity, objectivity, accountability, openness, honesty and integrity.

HOW TO APPLY

Please send your CV and covering letter to hr@boroughmarket.org.uk.

Closing date 20th October 2024.

Interviews will take place at Borough Market on Saturday 2nd November 2024.

